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ABSTRACT

This report presents an analysis of weighted average salaries for full-time faculty and civil service employees at Illinois public and independent colleges and universities, and the Illinois Mathematics and Science Academy. The report includes average salaries for fiscal years 1985, 1990, and 1996-98 and compares salaries with select economic indicators to determine how well salaries have kept pace with inflation. Finally, the report compares average salaries at Illinois institutions with average faculty salaries at comparable institutions in other states as a measure of salary competitiveness. The report suggests that Illinois colleges and universities have been generally successful in increasing salaries at or above the rate of inflation but less than the increase in Illinois per capita income. Additionally, all sectors of Illinois higher education have lost ground relative to salaries at peer institutions in other states, with the salaries at Illinois public universities now 5 percent below median salaries at peer institutions. The data show that for both public and independent institutions nonsalary benefits are less than comparable benefits at peer institutions. Fourteen data tables are included, and a description of data sources, comparison groups, and study methodology is appended. (MAB)

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STATE OF ILLINOIS BOARD OF HIGHER EDUCATION

FULL-TIME FACULTY AND CIVIL SERVICE SALARIES AT ILLINOIS COLLEGES AND UNIVERSITIES

The following report presents an analysis of weighted average salaries for full-time faculty and civil service employees at Illinois public and independent colleges and universities, and the Illinois Mathematics and Science Academy (IMSA). The report includes average salaries for fiscal years 1985 and 1990, and fiscal years 1996 through 1998 and compares salaries with select economic indicators to determine how well salaries have kept pace with inflation. The report also compares average faculty salaries at Illinois colleges and universities with average faculty salaries at comparable institutions in other states as a measure of salary competitiveness with faculty peers. Salaries for IMSA faculty are compared with teacher salaries at high school districts in the Chicago metropolitan area and surrounding community college districts to determine the competitiveness of IMSA salaries.

Faculty salary data for public universities and independent institutions are derived from institutions participating in the American Association of University Professors (AAUP) Annual Faculty Compensation Survey. Illinois community college faculty salaries are provided by the Illinois Community College Board. Faculty salaries presented in this report are average nine-month salaries for full-time faculty. Historic average salary data have been adjusted to reflect the fiscal year 1998 faculty mix among ranks at each campus in order to control for the effects of the changing distribution of faculty members among ranks over time. Weighted average salaries for independent colleges and universities are based on the 26 institutions that reported data in all years. Sources of salary data and methodologies for comparing salaries are described in the appendix. Throughout this report, two-year, rather than one-year, salary increase trends are examined to compensate for anomalies that would affect one-year salary increase trend data.

In addition to faculty salary data, the AAUP survey collects the cost of major fringe benefits provided by the institution to full-time faculty. These benefits include, but are not limited to, retirement and medical, dental, disability, unemployment, and life insurance. The AAUP combines salary and major fringe benefits to arrive at total compensation. This report also compares average total compensation for full-time faculty at Illinois public universities and independent colleges and universities as a percent of their peer group medians as an additional measure of competitiveness. Because all Illinois community colleges do not submit data to AAUP, and no peer groups similar to those used for public universities and independent institutions are available for community colleges, a comparison of total compensation with peer institutions was not done for Illinois community colleges. However, average total compensation by district is presented using fiscal year 1997 data from the Illinois Community College Board and the State Universities Retirement System.

Faculty Salaries

Faculty are the institutions' primary resource responsible for instruction, research, and public service. Table 1 displays average faculty salaries for the three most recent fiscal years and

fiscal years 1985 and 1990. The average fiscal year 1998 faculty salary at public universities was \$55,000, an increase of 7.0 percent over fiscal year 1996; for community colleges the average faculty salary was \$51,100, an increase of 5.8 percent over fiscal year 1996; and for independent colleges and universities the average faculty salary was \$63,500, an increase of 7.1 percent above fiscal year 1996 salaries. For fiscal year 1998, the two-year percent increase in average faculty salaries at community colleges lagged the increase in average faculty salaries at independent institutions and public universities. However, between fiscal years 1985 and 1998, and fiscal years 1990 and 1998, average faculty salaries at community colleges increased at a greater rate than public universities, but still lagged the increase at independent institutions.

Comparisons to Economic Indicators

Table 1 also presents the Consumer Price Index (CPI), the faculty salary sub-index of the Higher Education Price Index (HEPI), and Illinois per capita income for each year as comparative measures of inflation and income. From fiscal year 1996 to fiscal year 1998, across all three sectors of Illinois higher education, the increase in average faculty salaries lagged behind the forecasted increase in Illinois per capita income. For the same period, all sectors exceeded the forecasted increase in inflation as measured by CPI, and public universities and independent institutions exceeded the increase in HEPI as well.

Table 1 also shows for fiscal years 1985 to 1998 and fiscal years 1990 to 1998, the increase in the average faculty salaries, across all sectors, exceeded inflation as measured by CPI. Salary increases at community colleges and independent institutions also exceeded inflation as measured by HEPI. However, increases in average faculty salaries in all sectors of Illinois higher education have not kept pace with increases in Illinois per capita income in all periods examined.

Comparisons Among Institutions

Due to the variety of missions, programs, and geographic locations found in higher education, faculty salaries can vary widely from one campus to another. Other factors, such as faculty turnover, average length of service, and the distribution of faculty among ranks can contribute to salary variations as well. To measure the competitiveness of faculty salaries across a variety of institutions, the Board of Higher Education compares faculty salaries at Illinois campuses with salaries at similar institutions nationwide. Groups of comparison institutions were determined analytically in a 1985 Board study. Over 1,500 four-year colleges and universities were examined and categorized into 41 groups based on similarity in size, program mix, degrees conferred, financial characteristics, and faculty characteristics. A description of the comparison methodology is included in the appendix. A listing of all institutions in each comparison group containing an Illinois four-year institution is available from the Illinois Board of Higher Education.

Public Universities

Public universities in Illinois exhibit a broad range of both institutional and faculty characteristics. These differences are reflected in part by the range in average faculty salaries. Table 2 presents fiscal year 1998 weighted average faculty salaries by rank at each public university campus and Table 3 presents the all-rank weighted average faculty salaries for each campus for the three most recent fiscal years, and fiscal years 1985 and 1990.

The distribution of faculty among ranks is related to both length of service and professional contribution and achievement. Table 2 shows that average salaries increase as professorial rank increases from instructor to full professor. By campus, all-rank average salaries range from \$43,200 at Chicago State University to \$69,400 at the University of Illinois at Urbana-Champaign.

Table 3 displays the change in all-rank average faculty salaries at public university campuses adjusted for the fiscal year 1998 faculty mix. From fiscal year 1985 to fiscal year 1998, the increase in average faculty salaries for all public universities was 73.5 percent, ranging from an increase of 64.4 percent at Southern Illinois University at Carbondale to 78.5 percent at the University of Illinois at Chicago. The increase in average salaries at each campus out-paced the increase in CPI for the same time period, but lagged the increase in HEPI at all but three campuses. Faculty salaries at all public university campuses trailed the increase in Illinois per capita income. Similar trends can be seen from fiscal year 1990 to fiscal year 1998.

For the most recent period examined, fiscal year 1996 through fiscal year 1998, half of the institutions exceeded the two-year increase in CPI, with five institutions exceeding the increase in HEPI. While state appropriations for general salary increases during this period were greater than the increase in CPI, but less than HEPI, institutional salary variations occurred due to campus resource allocations, funding priorities, and productivity reinvestments.

Table 4 displays weighted average faculty salaries at each public university campus as a percentage of the median salary of each campus' comparison group. For example, in fiscal year 1998, Chicago State University's average faculty salary of \$43,200 represented 91.9 percent of its comparison group's median salary of \$47,000. The University of Illinois at Chicago's weighted average faculty salary of \$63,000 represented 102.1 percent of the \$61,700 median salary of its comparison group.

Figure A
Illinois Public Universities
Average Salaries vs Peer Groups

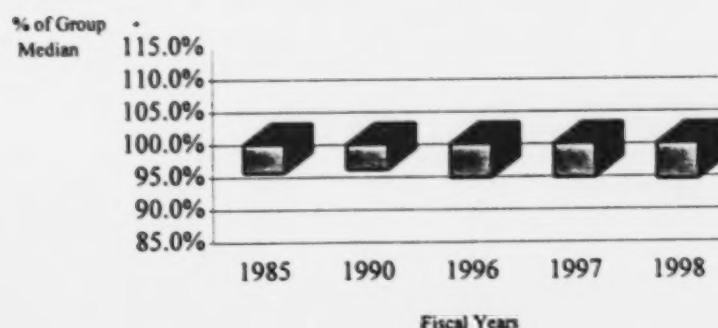


Figure A displays average faculty salaries at Illinois public universities as a percent of median salaries at comparison institutions. During fiscal year 1998, weighted average faculty salaries for all Illinois public universities were 94.5 percent of the peer group median. Average faculty salaries at public universities, adjusting for the fiscal year 1998 faculty mix, are further below the median of their respective comparison institutions than they were in all of the fiscal years examined.

Compared to fiscal year 1985, nine of the 12 public universities have lost ground to their comparative institutions, with seven of the 12 having lost ground since fiscal year 1990. Only one institution, the University of Illinois at Chicago, had an average salary in fiscal year 1998 at, or above, its peer group median, down from a high of four institutions in fiscal year 1990.

While salaries are often the primary focus in discussions concerning employee compensation, non-salary benefits also are a key component of the total compensation package. Total compensation includes salary as well as the employer's cost of fringe benefits, such as retirement, and medical, dental, and life insurance. Although these benefits are not always reflected in an employee's paycheck, they represent a significant financial commitment and play an important role in attracting and retaining faculty and staff. It is important to note that while non-salary benefits are an important part of total employee compensation, their cost, or even their availability, often is beyond the control of the institution. Often, fringe benefits, such as group health benefits and retirement, are appropriated to non-higher education state agencies. For example, in Illinois, retirement benefits for public institutions are determined by the Illinois General Assembly, as are health insurance benefits for public university employees. Retirement funding for public colleges and universities is appropriated to the State Universities Retirement System and funding for group health benefits is appropriated to the Department of Central Management Services.

Table 5 presents all-rank average faculty salaries, fringe benefits, and total compensation for public universities for fiscal year 1998. Median salaries, fringe benefits, and total compensation also are presented for each institution's peer group, as well as the institution's percent of the peer group median for all three components. During fiscal year 1998, the weighted average faculty salary for Illinois public universities was \$55,000 with an additional \$9,000 in fringe benefits for a total average compensation package of \$64,000. When compared with peer group medians, average faculty salaries were 94.5 percent of their peer median, while the cost of fringe benefits were 64.1 percent of their peer median, making total average compensation for Illinois public universities equal to 88.6 percent of the median total compensation for peer institutions. By campus, fringe benefits as a percent of peer group medians ranged from 55.3 percent at the University of Illinois at Urbana-Champaign to 74.6 percent at Southern Illinois University at Edwardsville. Total compensation ranged from 81.4 percent of the peer group median at the Eastern Illinois University to 96.8 at the University of Illinois at Chicago.

Independent Colleges and Universities

Table 6 displays the weighted average faculty salaries for 44 independent colleges and universities for the three most recent fiscal years and fiscal years 1985 and 1990. Weighted average faculty salaries for the group are based upon the 26 institutions that reported data in each of these years. Because of their multiple sizes and diversity of missions, independent colleges and universities present the widest range of institutional and faculty characteristics of the higher education sectors. As illustrated on Table 6, independent colleges and universities show the greatest variation in average faculty salaries. Due to this diversity, caution should be taken in comparing average faculty salaries among Illinois independent institutions. Of the reporting institutions, fiscal year 1998 average faculty salaries ranged from \$17,500 at Midstate College, an associate degree-granting institution, to \$86,400 at the University of Chicago.

Thirty-four of the 44 independent institutions shown on Table 6 were included in the Board of Higher Education's 1985 comparison group study. Their average salaries as a percentage of comparison group medians are shown on Table 7 and graphically in Figure B on the following

page. Using the fiscal year 1998 faculty mix, independent institutions' average faculty salaries have exceeded their comparison group medians for the most recent three fiscal years and for fiscal year 1985. The fiscal year 1998 weighted average salary for independent institutions is 4.6 percent above the comparison group median.

Figure B
Illinois Independent Institutions
Average Salaries vs Peer Groups

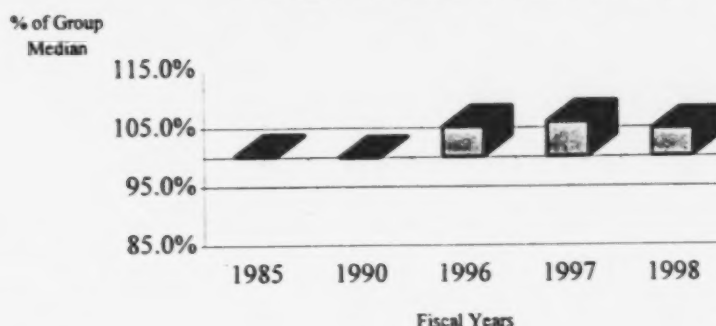


Table 8 presents fiscal year 1998 weighted average faculty salaries, fringe benefits, and total compensation for independent institutions; median salaries, fringe benefits, and total compensation for their respective peer groups; and salary, fringe benefits, and total compensation for Illinois institutions as a percent of their peer group medians. Table 8 examines salary and compensation data only for the 34 Illinois independent institutions included in the Board's comparison group study and shown on Table 7. For fiscal year 1998, the weighted average all-rank faculty salary for the independent institutions included in the Board's study totaled \$61,500. (Note that this average salary is different than that shown on previous tables due to a different mix of institutions. The previous tables included only those institutions that reported in all years.) The average cost of fringe benefits was \$13,900 for a total average compensation package of \$75,400. The cost of fringe benefits for the selected Illinois independent institutions was, on average, less than the median cost of fringe benefits provided at peer institutions. However, compared to peer group medians, the Illinois independent institutions shown on Table 8 had a total compensation package that cost, on average, nearly three percent, or \$2,100, more than that at comparable institutions.

Community Colleges

Table 9 presents average faculty salaries by community college district. Since most community college faculties are not differentiated by rank, the average full-time faculty salaries shown in Table 9 are not weighted by rank. The overall averages, however, are weighted by the number of full-time faculty in each district. Average fiscal year 1998 faculty salaries for community colleges ranged from \$29,000 at John Wood Community College to \$68,800 at College of Lake County, illustrating the wide range of program mixes, enrollments, and access to local tax wealth among the community colleges.

Due to a lack of national comparative data, the Board of Higher Education's 1985 comparison groups study did not include community colleges. However, average community

college faculty salaries have been computed for institutions in 13 selected states with comprehensive community college systems. These comparisons are presented on Table 10, along with the Illinois community college weighted average salaries. The AAUP salary data are limited to the institutions which report in a given year. Some variation in the national salary data for community colleges can be attributed to this factor.

For the most recent period examined, fiscal year 1996 to fiscal year 1998, average faculty salaries at Illinois community colleges lagged the increase in median salaries for the 13 comparison states. For the longer periods examined, Illinois average salaries exceeded the increase in the median salaries for the comparison states. Figure C displays the average faculty salary for all Illinois community colleges as a percent of the median of average salaries in selected states. Figure C shows the average salary for all Illinois community colleges continues to exceed the median salaries of community colleges in similar states. Fiscal year 1998 Illinois average community college faculty salaries exceeded the median average salary by 18.0 percent and were higher than the average salaries of all the states examined except California and Michigan.

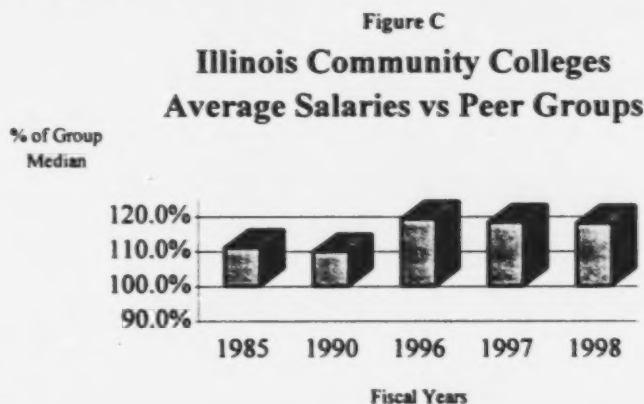


Table 11 presents weighted average salaries, average fringe benefits, and total compensation for Illinois community colleges by district for fiscal year 1997. Because data from the Illinois Community College Board for fringe benefits are based on actual expenditures, data for fiscal year 1998 are not available. Although the cost of some fringe benefits vary according to the length of the employment contract, other benefits, such as the cost of health insurance, are based on 12 months for all employees regardless of the length of the contract. The fringe benefits figures for Illinois community colleges displayed on Table 11 are based on the average cost of fringe benefits per full-time faculty, regardless of contract length. Table 11 shows the fiscal year 1997 weighted average salary for all Illinois community colleges was \$49,700. Weighted average fringe benefits totaled \$9,700, for a total weighted average compensation of \$59,400. The cost of fringe benefits ranged from an average of \$4,900 at Shawnee College to \$14,600 at William Rainey Harper College.

Illinois Mathematics and Science Academy

Table 12 presents the average faculty salary at the Illinois Mathematics and Science Academy (IMSA) for the three most recent fiscal years and fiscal year 1990. For comparative purposes, the weighted average faculty salaries for public high school districts in Cook, DuPage, Lake, McHenry, and Will counties, as well as the four surrounding community college districts also are presented. Table 12 shows average faculty salaries at IMSA remain lower than the weighted

average faculty salaries in the 46 high school districts in the five surrounding counties, measuring 85.2 percent of the weighted average salaries of high school faculty in the geographic area. When compared to the four surrounding community college districts, IMSA salaries were 94.0 percent of the weighted average faculty salaries at those institutions.

From fiscal year 1990 to fiscal year 1998, the growth in average faculty salaries at IMSA has been approximately equal to the weighted average faculty salary growth at area high schools, and has exceeded the growth in inflation, as measured by CPI and HEPI. In fiscal year 1996, IMSA salaries were 97.9 percent of the weighted average community college districts salaries and have lost ground since. For the most recent period examined, fiscal year 1996 through fiscal year 1998, the growth in IMSA faculty salaries has lagged both the surrounding high school and community colleges districts, as well as the rate of inflation as measured by CPI and HEPI.

Civil Service Salaries

Public universities, as well as higher education agencies, are staffed by civil service employees who play an integral role in the day-to-day operations of these institutions. Average salaries for the three most recent fiscal years and fiscal years 1985 and 1990 for civil service employees at public universities and state higher education agencies are presented on Table 13. Unlike the faculty salary data, civil service salaries are not adjusted by the mix of positions each year, and are instead, presented as actual average salaries. In fiscal year 1998, the average salary for all civil service employees was \$29,748. The increase in civil service average salaries since fiscal year 1985 is 71.8 percent, and since fiscal year 1990, is 30.8 percent. The growth in civil service salaries was greater than inflation as measured by CPI in each period studied. Civil service salary growth lagged the growth in HEPI for two of the three periods examined, and lagged the growth in Illinois per capita income for all three periods examined. Public universities civil service salaries lagged the growth in faculty salaries at public universities from fiscal year 1985 to fiscal year 1998, and fiscal year 1996 to fiscal year 1998, but exceeded the increase for faculty salaries from fiscal year 1990 to fiscal year 1998.

Table 14 presents civil service weighted average salaries by occupational category and shows the diversity in salaries by occupational category. The highest average salaries for civil service employees in fiscal year 1998 were positions classified as crafts, trades, or construction. These employees averaged \$46,890 compared to the lowest average salary of \$22,092 for civil service clerical employees. Average civil service salaries in the medical and health services occupational category have shown the largest percentage increase between fiscal years 1985 and 1998, rising 86.2 percent, and between fiscal years 1990 and 1998, rising 35.4 percent. From fiscal year 1996 to fiscal year 1998, clerical employees reported the largest increase in average salary, rising 6.7 percent.

Conclusions and Next Steps

Competitive and fair compensation is a continuing priority for Illinois higher education. The demand for compensation increases and the need for resources to support other high priority statewide and campus programs and services represents a continuing challenge for the Board of Higher Education and college and university campuses.

The Board of Higher Education and Illinois colleges and universities continue to allocate new resources and reallocate resources from lower priority programs and activities to high priorities, such as faculty and staff salaries. In addition, the governor and general assembly since

fiscal year 1995 have appropriated funds to public colleges and universities that were sufficient to support salary increase decisions above the rate of inflation. Ultimately, however, salary decisions are made at the campus level and personnel decisions such as the mix of full-time and part-time faculty and staff; total staffing levels; the availability of other resources; and the allocation of funds to other institutional programs, goods, and services affect salary levels.

This report shows that Illinois colleges and universities have been generally successful in increasing salaries at or above the rate of inflation but less than the increase in Illinois per capita income. However, all sectors of Illinois higher education have lost ground relative to the salaries at peer institutions in other states. This is particularly troublesome for Illinois public universities where salaries are now more than five percent below the median salaries at peer institutions. This report also presents for the first time peer comparison data on total compensation for public universities and independent institutions. The data show that, for both sectors, non-salary benefits are less than comparable benefits at peer institutions. While usually beyond the control of the institutions, granting non-salary benefits less than those granted at peer institutions also affects the ability to attract and retain the best faculty and staff.

This report, as well as past reports, has focused on salary and compensation data for Illinois institutions relative to that of peer institutions in other states. Although this methodology attempts to compensate for the variety in educational missions and faculty composition across institutions, it does not account for the variance in the relative cost of living between broad geographic areas. Board staff is currently working to find an appropriate measure for cost of living differences so that peer groups can be indexed according to geographical region and a closer approximation of the true competitiveness between peer group salaries and compensation can be made. Board staff will work with colleges and universities to refine these measures for inclusion in future reports.

Table 1

**ECONOMIC INDICES, ILLINOIS PER CAPITA INCOME, AND WEIGHTED AVERAGE FACULTY SALARIES
FISCAL YEARS 1985 TO 1998**

Fiscal Year	U.S. Indices (FY 1985 = 100)		Illinois Per Capita Income	Weighted Average Faculty Salaries ¹		
	Consumer Price Index	H.E.P.I. Faculty Subindex		Public Universities	Independent Institutions ²	Community Colleges
1985	100.0	100.0	\$ 14,689	\$ 31,700	\$ 33,600	\$ 29,100
1990	120.1	132.3	19,991	42,700	45,400	37,800
1996	146.1	162.4	26,218	51,400	59,300	48,300
1997	150.3	167.2	27,529	53,100	61,000	49,700
1998	154.5 ³	172.9 ⁴	28,992 ⁵	55,000	63,500	51,100
Percent Increases						
FY1985 to FY1998	54.5 %	72.9 %	97.4 %	73.5 %	89.0 %	75.6 %
FY1990 to FY1998	28.6	30.7	45.0	28.8	39.9	35.2
FY1996 to FY1998	5.7	6.5	10.6	7.0	7.1	5.8

¹ The fiscal year 1998 faculty distribution among ranks was used to determine weighted average salaries for all years.

² Based on 26 institutions that reported in all years.

³ Projected.

⁴ Based on average increase in national academic salaries as reported by the American Association of University Professors.

⁵ Estimate based on forecasted percent increases published by the Illinois Department of Commerce and Community Affairs.

Sources: Illinois Department of Commerce and Community Affairs, U.S. Department of Labor, Research Associates of Washington D.C., Inc., and the American Association of University Professors

Table 2

ILLINOIS PUBLIC UNIVERSITIES
FISCAL YEAR 1998 WEIGHTED AVERAGE FACULTY SALARIES BY RANK

	<u>Professors</u>	<u>Associate Professors</u>	<u>Assistant Professors</u>	<u>Instructors</u>	<u>All Ranks</u>
Chicago State University	\$ 51,000	\$ 42,600	\$ 36,900	\$ 27,300	\$ 43,200
Eastern Illinois University	54,800	46,100	36,700	24,300	44,100
Governors State University	-	-	-	-	50,300
Illinois State University	61,500	48,400	40,600	30,400	51,000
Northeastern Illinois University	54,400	45,900	38,300	-	47,500
Northern Illinois University	67,700	50,100	41,500	25,100	50,600
Western Illinois University	56,900	47,100	38,000	28,100	46,500
<u>Southern Illinois University</u>					
Carbondale	63,500	46,300	38,600	23,300	48,000
Edwardsville	59,000	50,800	41,400	31,600	48,800
<u>University of Illinois</u>					
Chicago	74,800	57,500	47,200	39,300	63,000
Springfield	60,000	51,700	42,900	-	53,000
Urbana-Champaign	83,600	58,400	51,200	-	69,400
Weighted Average for All Public Universities	<u>\$ 68,900</u>	<u>\$ 51,600</u>	<u>\$ 42,800</u>	<u>\$ 27,400</u>	<u>\$ 55,000</u>

Source: American Association of University Professors

Table 3

**ILLINOIS PUBLIC UNIVERSITIES
WEIGHTED AVERAGE FACULTY SALARIES BY CAMPUS**

(in thousands of dollars)						Percent Increases		
	FY1985	FY1990	FY1996	FY1997	FY1998	FY1985	FY1990	FY1996
						to FY1998	to FY1998	to FY1998
Chicago State University	\$ 25.3	\$ 33.8	\$ 41.0	\$ 41.2	\$ 43.2	70.8 %	27.8 %	5.4 %
Eastern Illinois University	25.9	34.7	41.3	43.3	44.1	70.3	27.1	6.8
Governors State University	29.6	38.8	47.4	49.0	50.3	69.9	29.6	6.1
Illinois State University	29.7	41.4	48.8	50.1	51.0	71.7	23.2	4.5
Northeastern Illinois University	27.3	36.3	45.2	45.5	47.5	74.0	30.9	5.1
Northern Illinois University	29.5	39.7	47.4	49.3	50.6	71.5	27.5	6.8
Western Illinois University	27.2	36.3	44.4	45.0	46.5	71.0	28.1	4.7
<u>Southern Illinois University</u>								
Carbondale	29.2	39.9	46.6	47.6	48.0	64.4	20.3	3.0
Edwardsville	28.6	39.9	46.7	47.9	48.8	70.6	22.3	4.5
<u>University of Illinois</u>								
Chicago	35.3	47.3	58.4	60.2	63.0	78.5	33.2	7.9
Springfield	30.8	39.8	49.2	51.5	53.0	72.1	33.2	7.7
Urbana-Champaign	39.1	52.0	62.8	65.5	69.4	77.5	33.5	10.5
Weighted Average	<u>\$ 31.7</u>	<u>\$ 42.7</u>	<u>\$ 51.4</u>	<u>\$ 53.1</u>	<u>\$ 55.0</u>	<u>73.5 %</u>	<u>28.8 %</u>	<u>7.0 %</u>

Note: The fiscal year 1998 faculty distribution among ranks was used to determine weighted average salaries for all years.

Source: American Association of University Professors

Table 4

**ILLINOIS PUBLIC UNIVERSITIES
WEIGHTED AVERAGE FACULTY SALARIES
AS A PERCENTAGE OF COMPARISON GROUP MEDIANS**

	<u>FY1985</u>	<u>FY1990</u>	<u>FY1996</u>	<u>FY1997</u>	<u>FY1998</u>
Chicago State University	87.5 %	90.9 %	91.3 %	89.6 %	91.9 %
Eastern Illinois University	86.3	86.1	85.9	87.5	85.8
Governors State University	104.6	103.7	102.6	100.8	99.4
Illinois State University	93.7	98.6	95.3	94.4	93.2
Northeastern Illinois University	91.3	94.5	97.2	95.4	97.5
Northern Illinois University	99.0	101.0	97.3	98.4	97.9
Western Illinois University	89.8	89.0	91.4	89.8	89.6
<u>Southern Illinois University</u>					
Carbondale	97.0	100.0	94.5	93.9	92.1
Edwardsville	96.3	99.8	98.1	97.8	96.1
<u>University of Illinois</u>					
Chicago	100.6	100.6	102.5	102.6	102.1
Springfield	102.7	99.5	97.8	97.2	97.8
Urbana-Champaign	96.3	92.7	91.3	92.1	93.2
Weighted Average	<u>95.6 %</u>	<u>96.1 %</u>	<u>94.8 %</u>	<u>94.8 %</u>	<u>94.5 %</u>

Note: The fiscal year 1998 faculty distribution among ranks was used to determine weighted average salaries for all years.

Source: American Association of University Professors

Table 5

ILLINOIS PUBLIC UNIVERSITIES
WEIGHTED AVERAGE FACULTY COMPENSATION¹
AS A PERCENTAGE OF COMPARISON GROUP MEDIANS

	Fiscal Year 1998 All-Rank Average			Fiscal Year 1998 Peer Group Median			Percent of Peer Group Median		
	Salary	Fringe Benefits	Total	Salary	Fringe Benefits	Total	Salary	Fringe Benefits	Total
Chicago State University	\$ 43.2	\$ 7.4	\$ 50.6	\$ 47.0	\$ 12.0	\$ 59.0	91.9 %	61.7 %	85.8 %
Eastern Illinois University	44.1	7.2	51.3	51.4	11.6	63.0	85.8	62.1	81.4
Governors State University	50.3	8.4	58.7	50.6	11.9	62.5	99.4	70.6	93.9
Illinois State University	51.0	8.2	59.2	54.7	13.5	68.2	93.2	60.7	86.8
Northeastern Illinois University	47.5	8.3	55.8	48.7	12.4	61.1	97.5	66.9	91.3
Northern Illinois University	50.6	8.4	59.0	51.7	12.3	64.0	97.9	68.3	92.2
Western Illinois University	46.5	8.2	54.7	51.9	11.7	63.6	89.6	70.1	86.0
<u>Southern Illinois University</u>							92.1	70.4	87.9
Carbondale	48.0	8.8	56.8	52.1	12.5	64.6	92.1	70.4	87.9
Edwardsville	48.8	8.5	57.3	50.8	11.4	62.2	96.1	74.6	92.1
<u>University of Illinois</u>							102.1	72.6	96.8
Chicago	63.0	9.8	72.8	61.7	13.5	75.2	97.8	68.2	92.1
Springfield	53.0	8.8	61.8	54.2	12.9	67.1	93.2	55.3	85.5
Urbana-Champaign	69.4	10.4	79.8	74.5	18.8	93.3	93.2	55.3	85.5
Weighted Average	<u>\$ 55.0</u>	<u>\$ 9.0</u>	<u>\$ 64.0</u>	<u>\$ 58.2</u>	<u>\$ 14.0</u>	<u>\$ 72.2</u>	<u>94.5 %</u>	<u>64.1 %</u>	<u>88.6 %</u>

¹ Salary and the cost of major fringe benefits including retirement, medical/dental insurance, disability insurance, tuition reimbursement, life insurance and worker's compensation.

Source: American Association of University Professors

Table 6

**ILLINOIS INDEPENDENT COLLEGES AND UNIVERSITIES
ALL RANK¹ WEIGHTED AVERAGE FACULTY SALARIES**

(in thousands of dollars)						Percent Increases		
	FY1985	FY1990	FY1996	FY1997	FY1998	FY1985 to FY1998	FY1990 to FY1998	FY1996 to FY1998
Augustana College	\$ 29.7	\$ 36.6	\$ 44.8	\$ 45.7	\$ 46.6	56.9 %	27.3 %	4.0 %
Aurora University	24.4	34.3	38.9	39.4	41.9	71.7	22.2	7.7
Barat College	16.3	No Report	44.1	43.2	45.8	181.0	-	3.9
Benedictine University	27.7	35.6	42.9	No Report	45.0	62.5	26.4	4.9
Blackburn College	23.2	No Report	32.9	34.2	35.6	53.4	-	8.2
Bradley University	28.2	37.3	47.2	47.4	49.1	74.1	31.6	4.0
Columbia College of Chicago	No Report	No Report	43.8	45.5	50.1	-	-	14.4
DePaul University	31.1	43.6	57.2	57.7	59.4	91.0	36.2	3.8
Dominican University	24.8	31.7	43.9	44.2	45.0	81.5	42.0	2.5
Eureka College	20.2	29.0	38.3	39.0	39.3	94.6	35.5	2.6
Garrett-Evangelical Theological Seminary	27.6	43.1	49.9	47.6	49.9	80.8	15.8	-
Greenville College	18.4	26.4	35.2	36.0	34.9	89.7	32.2	(0.9)
Illinois College	26.0	33.0	45.3	46.1	47.4	82.3	43.6	4.6
Illinois Institute of Technology	35.0	45.9	53.4	57.1	59.7	70.6	30.1	11.8
Illinois Wesleyan University	25.7	33.1	45.5	46.8	48.9	90.3	47.7	7.5
Judson College	22.6	31.4	No Report	No Report	42.1	86.3	34.1	-
Knox College	26.3	35.2	45.4	46.3	46.8	77.9	33.0	3.1
Lake Forest College	31.0	43.1	No Report	51.5	52.9	70.6	22.7	-
Lewis University	22.5	31.2	40.9	41.5	44.1	96.0	41.3	7.8
Lincoln Christian College	18.7	No Report	37.6	35.6	41.2	120.3	-	9.6
Lincoln College	19.7	28.6	35.7	34.9	35.7	81.2	24.8	-
Loyola University of Chicago	34.6	46.0	60.6	61.5	63.2	82.7	37.4	4.3
MacMurray College	21.6	22.0	No Report	30.8	30.7	42.1	39.5	-
McCormick Theological Seminary	29.5	No Report	48.1	40.2	51.8	75.6	-	7.7
McKendree College	24.3	32.0	No Report	41.1	42.1	73.3	31.6	-
Mennonite College of Nursing	No Report	23.4	No Report	33.8	35.1	-	50.0	-
Midstate College	14.0	No Report	22.0	23.6	17.5	25.0	-	(20.5)
Millikin University	26.1	33.5	40.3	41.0	42.9	64.4	28.1	6.5

Table 6 (continued)

**ILLINOIS INDEPENDENT COLLEGES AND UNIVERSITIES
ALL RANK¹ WEIGHTED AVERAGE FACULTY SALARIES**

(in thousands of dollars)						Percent Increases		
	FY1985	FY1990	FY1996	FY1997	FY1998	FY1985 to FY1998	FY1990 to FY1998	FY1996 to FY1998
Monmouth College	\$ 27.3	\$ 34.2	\$ 42.4	\$ 43.9	\$ 44.7	63.7 %	30.7 %	5.4 %
Morrison Institute of Technology	15.9	No Report	28.6	No Report	33.5	110.7	-	17.1
National-Louis University	No Report	32.0	39.2	No Report	41.6	-	30.0	6.1
North Central College	28.2	36.1	44.2	43.3	46.2	63.8	28.0	4.5
North Park University	26.3	31.3	40.1	41.6	44.1	67.7	40.9	10.0
Northwestern University	41.0	57.6	76.8	79.5	83.4	103.4	44.8	8.6
Olivet Nazarene University	22.3	26.8	No Report	37.6	39.2	75.8	46.3	-
Quincy University	23.6	28.6	36.9	36.3	37.8	60.2	32.2	2.4
Rockford College	25.5	28.0	38.6	40.1	41.4	62.4	47.9	7.3
Roosevelt University	25.3	34.8	45.9	47.4	49.2	94.5	41.4	7.2
School of the Art Institute of Chicago	27.4	No Report	35.3	48.7	51.4	87.6	-	45.6
Springfield College in Illinois	17.8	19.3	22.9	24.5	27.2	52.8	40.9	18.8
Trinity International University	22.0	29.4	35.8	No Report	44.7	103.2	52.0	24.9
University of Chicago	43.5	59.3	78.7	82.4	86.4	98.6	45.7	9.8
University of St. Francis	No Report	No Report	41.5	42.8	43.4	-	-	4.6
Wheaton College	27.5	37.3	48.6	50.7	53.3	93.8	42.9	9.7
Weighted Average ²	<u>\$ 33.6</u>	<u>\$ 45.4</u>	<u>\$ 59.3</u>	<u>\$ 61.0</u>	<u>\$ 63.5</u>	<u>89.0 %</u>	<u>39.9 %</u>	<u>7.1 %</u>

¹ The fiscal year 1998 faculty distribution among ranks was used to determine weighted average salaries for all years.

² Based on the 26 institutions that reported in all years.

Source: American Association of University Professors

Table 7

**ILLINOIS INDEPENDENT COLLEGES AND UNIVERSITIES
WEIGHTED AVERAGE FACULTY SALARIES
AS A PERCENTAGE OF COMPARISON GROUP MEDIANS**

	<u>FY1985</u>	<u>FY1990</u>	<u>FY1996</u>	<u>FY1997</u>	<u>FY1998</u>
Augustana College	113.8 %	107.6 %	106.9 %	106.0 %	107.1 %
Aurora College	93.1	100.0	89.0	88.3	91.3
Barat College	70.4	No Report	111.9	108.0	110.9
Benedictine University	92.0	88.8	85.1	No Report	84.6
Blackburn College	96.7	No Report	82.3	83.8	84.2
Bradley University	101.1	103.6	108.8	107.7	107.9
Columbia College of Chicago	83.7	80.6	92.1	No Report	No Report
Concordia College	84.0	80.6	93.0	90.8	No Report
DePaul University	105.4	110.1	121.2	119.0	118.1
Dominican University	90.2	86.8	95.6	92.1	91.5
Elmhurst College	100.8	100.0	104.5	105.4	No Report
Eureka College	96.2	103.6	106.1	110.5	109.8
Greenville College	76.3	84.6	88.9	89.6	84.1
Illinois College	107.4	105.1	113.8	113.8	113.7
Illinois Institute of Technology	99.2	97.7	93.2	97.8	98.2
Illinois Wesleyan University	110.3	110.0	118.8	120.3	122.3
Knox College	88.6	87.6	90.4	90.1	88.0
Lake Forest College	100.3	102.6	No Report	96.1	95.5
Lewis University	83.0	87.4	90.3	89.8	92.6
Loyola University of Chicago	101.2	98.3	99.8	99.8	98.1
MacMurray College	98.6	77.7	No Report	81.8	81.6
Millikin University	103.2	101.5	99.3	98.1	101.9
Monmouth College	107.1	103.3	101.0	103.3	101.6
National-Louis University	No Report	92.2	90.1	No Report	89.3

Table 7 (continued)

**ILLINOIS INDEPENDENT COLLEGES AND UNIVERSITIES
WEIGHTED AVERAGE FACULTY SALARIES
AS A PERCENTAGE OF COMPARISON GROUP MEDIANS**

	<u>FY1985</u>	<u>FY1990</u>	<u>FY1996</u>	<u>FY1997</u>	<u>FY1998</u>
North Central College	115.0 %	113.8 %	109.7 %	105.9 %	109.5 %
North Park University	86.8	78.1	82.2	81.6	83.8
Northwestern University	100.0	101.8	110.5	110.7	110.9
Principia College	111.2	112.2	109.3	No Report	No Report
Rockford College	104.4	89.7	95.1	96.2	96.7
Roosevelt University	87.9	90.4	94.6	92.9	94.4
Saint Xavier College	109.0	101.7	117.3	119.5	No Report
University of Chicago	106.1	104.8	113.1	114.6	114.6
University of St. Francis	No Report	No Report	101.0	101.4	101.9
Wheaton College	82.1	82.9	89.3	89.3	90.3
Weighted Average ¹	<u>100.3 %</u>	<u>99.8 %</u>	<u>105.1 %</u>	<u>105.9 %</u>	<u>104.6 %</u>

¹ The fiscal year 1998 faculty distribution among ranks was used to determine weighted average salaries for all years.

Source: American Association of University Professors

Table 8

**ILLINOIS INDEPENDENT COLLEGES AND UNIVERSITIES
WEIGHTED AVERAGE FACULTY COMPENSATION¹
AS A PERCENTAGE OF COMPARISON GROUP MEDIANS**

	Fiscal Year 1998 All-Rank Average			Fiscal Year 1998 Peer Group Median			Percent of Peer Group Median		
	Salary	Fringe Benefits	Total	Salary	Fringe Benefits	Total	Salary	Fringe Benefits	Total
Augustana College	\$ 46.6	\$ 11.7	\$ 58.3	\$ 43.5	\$ 11.0	\$ 54.5	107.1 %	106.4 %	107.0 %
Aurora College	41.9	9.5	51.4	45.9	11.3	57.2	91.3	84.1	89.9
Barat College	45.8	9.2	55.0	41.3	10.5	51.8	110.9	87.6	106.2
Benedictine University	45.0	9.9	54.9	53.2	12.8	66.0	84.6	77.3	83.2
Blackburn College	35.6	8.5	44.1	42.3	10.5	52.8	84.2	81.0	83.5
Bradley University	49.1	9.9	59.0	45.5	11.4	56.9	107.9	86.8	103.7
DePaul University	59.4	11.5	70.9	50.3	11.4	61.7	118.1	100.9	114.9
Dominican University	45.0	10.3	55.3	49.2	11.6	60.8	91.5	88.8	91.0
Eureka College	39.3	8.8	48.1	35.8	6.9	42.7	109.8	127.5	112.6
Greenville College	34.9	8.9	43.8	41.5	10.6	52.1	84.1	84.0	84.1
Illinois College	47.4	9.5	56.9	41.7	10.7	52.4	113.7	88.8	108.6
Illinois Institute of Technology	59.7	14.9	74.6	60.8	15.2	76.0	98.2	98.0	98.2
Illinois Wesleyan University	48.9	17.4	66.3	40.0	10.2	50.2	122.3	170.6	132.1
Knox College	46.8	10.7	57.5	53.2	14.5	67.7	88.0	73.8	84.9
Lake Forest College	52.9	14.1	67.0	55.4	15.6	71.0	95.5	90.4	94.4
Lewis University	44.1	10.4	54.5	47.6	11.6	59.2	92.6	89.7	92.1
Loyola University of Chicago	63.2	16.5	79.7	64.4	15.3	79.7	98.1	107.8	100.0
MacMurray College	30.7	7.0	37.7	37.6	9.4	47.0	81.6	74.5	80.2
Millikin University	42.9	11.3	54.2	42.1	10.7	52.8	101.9	105.6	102.7
Monmouth College	44.7	10.3	55.0	44.0	11.3	55.3	101.6	91.2	99.5
National-Louis University	41.6	7.1	48.7	46.6	10.8	57.4	89.3	65.7	84.8
North Central College	46.2	10.5	56.7	42.2	10.8	53.0	109.5	97.2	107.0

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Table 8 (continued)

**ILLINOIS INDEPENDENT COLLEGES AND UNIVERSITIES
WEIGHTED AVERAGE FACULTY COMPENSATION¹
AS A PERCENTAGE OF COMPARISON GROUP MEDIANS**

	Fiscal Year 1998 All-Rank Average			Fiscal Year 1998 Peer Group Median			Percent of Peer Group Median		
	Salary	Fringe Benefits	Total	Salary	Fringe Benefits	Total	Salary	Fringe Benefits	Total
North Park University	\$ 44.1	\$ 10.4	\$ 54.5	\$ 52.6	\$ 13.8	\$ 66.4	83.8 %	75.4 %	82.1 %
Northwestern University	83.4	17.5	100.9	75.2	19.0	94.2	110.9	92.1	107.1
Rockford College	41.4	10.9	52.3	42.8	10.5	53.3	96.7	103.8	98.1
Roosevelt University	49.2	13.1	62.3	52.1	12.4	64.5	94.4	105.6	96.6
University of Chicago	86.4	19.1	105.5	75.4	19.1	94.5	114.6	100.0	111.6
University of St. Francis	43.4	11.8	55.2	42.6	10.7	53.3	101.9	110.3	103.6
Wheaton College	53.3	13.1	66.4	59.0	18.3	77.3	90.3	71.6	85.9
Weighted Average	<u>\$ 61.5</u>	<u>\$ 13.9</u>	<u>\$ 75.4</u>	<u>\$ 58.8</u>	<u>\$ 14.5</u>	<u>\$ 73.3</u>	<u>104.6 %</u>	<u>96.0 %</u>	<u>102.9 %</u>

¹ Salary and the cost of fringe benefits including retirement, medical/dental insurance, disability insurance, tuition reimbursement, life insurance and worker's compensation. The fiscal year 1998 weighted average salary for all independent institutions varies from previous tables due to the use of a different mix of institutions. Previous tables included only those independent institutions that reported salaries in fiscal years 1985 and 1990, and fiscal years 1996 through 1998.

Source: American Association of University Professors

Table 9

**ILLINOIS COMMUNITY COLLEGES
AVERAGE FACULTY SALARIES BY DISTRICT**

(in thousands of dollars)

	FY1985	FY1990	FY1996	FY1997	FY1998	Percent Increase		
						FY1985 to FY1998	FY1990 to FY1998	FY1996 to FY1998
Belleville Area Community College	\$ 32.0	\$ 40.6	\$ 48.6	\$ 48.5	\$ 51.3	60.3 %	26.4 %	5.6 %
Black Hawk College	N/R	32.1	42.4	45.7	47.5	-	48.0	12.0
Carl Sandburg College	23.6	29.8	37.8	40.4	42.3	79.2	41.9	11.9
City Colleges of Chicago (All)	31.7	43.1	54.4	54.9	56.4	77.9	30.9	3.7
College of DuPage	32.7	N/R	54.3	56.5	59.8	82.9	-	10.1
College of Lake County	29.4	47.2	64.3	66.6	68.8	134.0	45.8	7.0
Danville Area Community College	24.9	29.1	36.0	37.2	36.9	48.2	26.8	2.5
Elgin Community College	N/R	35.1	57.2	59.5	62.3	-	77.5	8.9
Heartland Community College	-	-	31.2	31.8	33.7	-	-	8.0
Highland Community College	25.5	29.5	43.3	44.4	46.5	82.4	57.6	7.4
Ill Eastern Community Colleges (All)	21.5	25.3	32.9	34.3	36.7	70.7	45.1	11.6
Illinois Central College	27.9	34.6	42.1	43.6	43.2	54.8	24.9	2.6
Illinois Valley Community College	27.0	34.0	40.9	42.8	42.0	55.6	23.5	2.7
John A. Logan College	28.8	32.9	42.0	43.1	44.7	55.2	35.9	6.4
John Wood Community College	18.2	22.2	26.4	28.3	29.0	59.3	30.6	9.8
Joliet Junior College	30.6	40.4	50.2	52.1	53.9	76.1	33.4	7.4
Kankakee Community College	22.4	30.6	42.8	44.7	46.7	108.5	52.6	9.1
Kaskaskia College	22.0	31.4	40.7	42.4	43.0	95.5	36.9	5.7
Kishwaukee College	22.7	30.5	34.7	38.9	39.8	75.3	30.5	14.7
Lake Land College	23.1	29.7	38.7	40.6	38.2	65.4	28.6	(1.3)
Lewis and Clark Community College	25.4	34.9	45.7	46.3	46.2	81.9	32.4	1.1
Lincoln Land Community College	28.4	37.4	48.7	50.0	52.0	83.1	39.0	6.8
McHenry County College	25.7	35.4	44.9	47.4	48.9	90.3	38.1	8.9

Table 9 (continued)

**ILLINOIS COMMUNITY COLLEGES
AVERAGE FACULTY SALARIES BY DISTRICT**

(in thousands of dollars)						Percent Increase		
	FY1985	FY1990	FY1996	FY1997	FY1998	FY1985 to FY1998	FY1990 to FY1998	FY1996 to FY1998
Metropolitan Community College	\$ 20.5	N/R	\$ 35.5	\$ 36.7	\$ 37.9	84.9 %	-	6.8 %
Moraine Valley Community College	26.3	\$ 37.7	48.2	49.5	50.6	92.4	34.2 %	5.0
Morton College	28.0	40.4	49.7	51.1	53.0	89.3	31.2	6.6
Oakton Community College	31.1	45.1	59.3	62.5	64.4	107.1	42.8	8.6
Parkland College	28.3	36.6	46.0	48.2	50.3	77.7	37.4	9.3
Prairie State College	29.3	35.7	45.7	47.5	47.8	63.1	33.9	4.6
Rend Lake College	23.4	31.1	39.5	41.2	42.1	79.9	35.4	6.6
Richland Community College	24.4	31.6	40.2	39.4	41.2	68.9	30.4	2.5
Rock Valley College	25.9	35.8	43.9	45.3	46.9	81.1	31.0	6.8
Sauk Valley Community College	23.9	30.9	38.3	38.3	39.1	63.6	26.5	2.1
Shawnee College	19.4	28.5	35.5	37.0	39.2	102.1	37.5	10.4
South Suburban College	31.5	39.1	47.3	50.5	51.7	64.1	32.2	9.3
Southeastern Illinois College	21.4	30.8	37.1	37.3	38.2	78.5	24.0	3.0
Spoon River College	26.0	30.2	35.2	36.8	38.4	47.7	27.2	9.1
Triton College	30.0	41.7	56.9	58.3	58.2	94.0	39.6	2.3
Waubonsee Community College	28.2	36.2	44.7	46.0	47.2	67.4	30.4	5.6
William Rainey Harper College	33.7	44.3	57.1	57.5	58.8	74.5	32.7	3.0
Weighted Average	<u>\$ 29.1</u>	<u>\$ 37.8</u>	<u>\$ 48.3</u>	<u>\$ 49.7</u>	<u>\$ 51.1</u>	<u>75.6 %</u>	<u>35.2 %</u>	<u>5.8 %</u>

N/R = No Report

Source: Illinois Community College Board

Table 10

ILLINOIS COMMUNITY COLLEGES
WEIGHTED AVERAGE FACULTY SALARIES COMPARED TO AVERAGE SALARIES IN SELECTED STATES

(in thousands of dollars)						FY1985	FY1990	FY1996
State	FY1985	FY1990	FY1996	FY1997	FY1998	to	to	to
						FY1998	FY1998	FY1998
Weighted Average Salaries								
Illinois	\$ 29.1	\$ 37.8	\$ 48.3	\$ 49.7	\$ 51.1	75.6 %	35.2 %	5.8 %
Average Salaries								
California	32.9	44.2	53.0	54.5	54.5	65.7	23.3	2.8
Florida	23.6	32.9	35.9	36.2	38.9	64.8	18.2	8.4
Iowa	21.3	28.2	34.6	35.9	36.7	72.3	30.1	6.1
Maryland	27.1	36.3	43.3	45.0	46.6	72.0	28.4	7.6
Massachusetts	24.4	36.0	40.5	42.0	42.5	74.2	18.1	4.9
Michigan	28.1	39.3	50.0	52.6	51.4	82.9	30.8	2.8
Minnesota	28.5	37.8	45.0	47.1	45.1	58.2	19.3	0.2
Missouri	23.1	29.8	36.6	38.9	39.8	72.3	33.6	8.7
New York	27.8	36.7	45.8	48.0	47.0	69.1	28.1	2.6
Ohio	24.9	33.3	39.7	41.7	43.3	73.9	30.0	9.1
Pennsylvania	25.7	34.4	44.7	47.4	46.9	82.5	36.3	4.9
Texas	28.0	32.0	37.4	36.7	38.1	36.1	19.1	1.9
Washington	26.2	30.3	36.9	39.6	40.2	53.4	32.7	8.9
Median	<u>\$ 26.2</u>	<u>\$ 34.4</u>	<u>\$ 40.5</u>	<u>\$ 42.0</u>	<u>\$ 43.3</u>	<u>65.3 %</u>	<u>25.9 %</u>	<u>6.9 %</u>
Illinois Average As A Percent								
Of Other States' Median								
	<u>111.1 %</u>	<u>109.9 %</u>	<u>119.3 %</u>	<u>118.3 %</u>	<u>118.0 %</u>			

Sources: American Association of University Professors and Illinois Community College Board

Table 11

**ILLINOIS COMMUNITY COLLEGES
AVERAGE FACULTY COMPENSATION BY DISTRICT
FISCAL YEAR 1997**

(in thousands of dollars)

	Average Salaries	Fringe Benefit Costs *			Total Compensation
		SURS Retirement	Other Benefits	Fringe Benefits	
Belleville Area Community College	\$ 48.5	\$ 4.3	\$ 3.8	\$ 8.1	\$ 56.6
Black Hawk College	45.7	4.0	4.9	8.9	54.6
Carl Sandburg College	40.4	3.6	4.6	8.2	48.6
City Colleges of Chicago (All)	54.9	4.9	7.8	12.7	67.6
College of DuPage	56.5	5.0	6.5	11.5	68.0
College of Lake County	66.6	5.9	2.0	7.9	74.5
Danville Area Community College	37.2	3.3	3.4	6.7	43.9
Elgin Community College	59.5	5.3	7.0	12.3	71.8
Heartland Community College	31.8	2.8	3.0	5.8	37.6
Highland Community College	44.4	3.9	5.3	9.2	53.6
Ill Eastern Community Colleges (All)	34.3	3.0	3.1	6.1	40.4
Illinois Central College	43.6	3.9	4.3	8.2	51.8
Illinois Valley Community College	42.8	3.8	4.7	8.5	51.3
John A. Logan College	43.1	3.8	4.6	8.4	51.5
John Wood Community College	28.3	2.5	4.9	7.4	35.7
Joliet Junior College	52.1	4.6	1.6	6.2	58.3
Kankakee Community College	44.7	4.0	3.4	7.4	52.1
Kaskaskia College	42.4	3.7	4.8	8.5	50.9
Kishwaukee College	38.9	3.4	3.3	6.7	45.6
Lake Land College	40.6	3.6	5.0	8.6	49.2
Lewis and Clark Community College	46.3	4.1	2.8	6.9	53.2
Lincoln Land Community College	50.0	4.4	4.7	9.1	59.1
McHenry County College	47.4	4.2	6.3	10.5	57.9
Metropolitan Community College	36.7	3.2	4.1	7.3	44.0

Table 11 (continued)
ILLINOIS COMMUNITY COLLEGES
AVERAGE FACULTY COMPENSATION BY DISTRICT
FISCAL YEAR 1997

(in thousands of dollars)	Average Salaries	Fringe Benefit Costs *			Total Compensation
		SURS Retirement	Other Benefits	Fringe Benefits	
Moraine Valley Community College	\$ 49.5	\$ 4.4	\$ 6.1	\$ 10.5	\$ 60.0
Morton College	51.1	4.5	8.0	12.5	63.6
Oakton Community College	62.5	5.5	5.9	11.4	73.9
Parkland College	48.2	4.3	4.9	9.2	57.4
Prairie State College	47.5	4.2	4.0	8.2	55.7
Rend Lake College	41.2	3.6	3.3	6.9	48.1
Richland Community College	39.4	3.5	5.0	8.5	47.9
Rock Valley College	45.3	4.0	5.1	9.1	54.4
Sauk Valley Community College	38.3	3.4	4.0	7.4	45.7
Shawnee College	37.0	3.3	1.6	4.9	41.9
South Suburban College	50.5	4.5	5.0	9.5	60.0
Southeastern Illinois College	37.3	3.3	3.3	6.6	43.9
Spoon River College	36.8	3.3	5.7	9.0	45.8
Triton College	58.3	5.2	4.7	9.9	68.2
Waubonsee Community College	46.0	4.1	6.6	10.7	56.7
William Rainey Harper College	57.5	5.1	9.5	14.6	72.1
Weighted Average	<u>\$ 49.7</u>	<u>\$ 4.4</u>	<u>\$ 5.3</u>	<u>\$ 9.7</u>	<u>\$ 59.4</u>

* Fringe benefits include the state of Illinois contribution to employee retirement based on the fiscal year 1997 normal cost of retirement benefits for the State Universities Retirement System (8.844 percent of salary) and the cost of non-retirement benefits as reported to the Illinois Community College Board.

Source: Illinois Community College Board and SURS Estimate

Table 12

**ILLINOIS MATHEMATICS AND SCIENCE ACADEMY (IMSA)
AND SELECTED HIGH SCHOOL AND COMMUNITY COLLEGE DISTRICTS IN THE CHICAGO
METROPOLITAN AREA AVERAGE FACULTY SALARIES**

	FY1990	FY1996	FY1997	FY1998	Percent Increase	
					FY1990	FY1996
					To FY1998	To FY1998
IMSA Weighted Average Salaries	<u>\$38,838</u>	<u>\$51,537</u>	<u>\$52,907</u>	<u>\$53,843</u>	<u>38.6 %</u>	<u>4.5 %</u>
High School Districts In:						
Cook County	46,836	62,062	64,033	65,639	40.1	5.8
DuPage County	46,691	61,868	63,652	65,145	39.5	5.3
Lake County	41,802	56,505	58,960	59,640	42.7	5.5
McHenry County	39,512	53,965	54,691	54,823	38.8	1.6
Will County	37,941	48,050	51,900	50,786	33.9	5.7
Weighted Average Salary	<u>\$45,499</u>	<u>\$59,886</u>	<u>\$62,023</u>	<u>\$63,168</u>	<u>38.8 %</u>	<u>5.5 %</u>
Community College Districts						
College of DuPage	NR	54,273	56,540	59,756	-	10.1
Elgin Community College	35,083	57,189	59,492	62,293	77.6	8.9
Joliet Junior College	40,406	50,239	52,084	53,878	33.3	7.2
Waubensee Community College	36,215	44,713	45,952	47,191	30.3	5.5
Weighted Average Salary	<u>N/A</u>	<u>\$52,652</u>	<u>\$54,748</u>	<u>\$57,254</u>	<u>N/A %</u>	<u>8.7 %</u>
IMSA as a Percent of High School Districts' Weighted Average	<u>85.4 %</u>	<u>86.1 %</u>	<u>85.3 %</u>	<u>85.2 %</u>		
IMSA as a Percent of Community College Districts' Weighted Average	<u>N/A %</u>	<u>97.9 %</u>	<u>96.6 %</u>	<u>94.0 %</u>		

Notes: Preliminary fiscal year 1998 salary data for public high school teachers in Illinois obtained from Planning, Research, and Evaluation, State Board of Education. College of DuPage did not report fiscal year 1990 average salaries, therefore, no average is shown for community colleges for that year.

Source: Illinois Mathematics and Science Academy, State Board of Education *Illinois Teacher Salary Study*, and the Illinois Community College Board.

Table 13
PUBLIC UNIVERSITIES AND STATE HIGHER EDUCATION AGENCIES
WEIGHTED AVERAGE ANNUAL CIVIL SERVICE SALARIES

	FY1985	FY1990	FY1996	FY1997	FY1998	Percent Increase		
						FY1985 to FY1998	FY1990 to FY1998	FY1996 to FY1998
Chicago State University	\$ 16,732	\$ 22,273	\$ 26,789	\$ 27,531	\$ 28,453	70.1 %	27.7 %	6.2 %
Eastern Illinois University	14,659	20,116	25,738	26,771	27,153	85.2	35.0	5.5
Governors State University	17,236	22,737	27,172	27,317	28,379	64.6	24.8	4.4
Illinois State University	16,365	21,388	25,652	26,647	28,061	71.5	31.2	9.4
Northeastern Illinois University	16,418	21,869	26,447	27,193	27,516	67.6	25.8	4.0
Northern Illinois University	16,493	21,356	25,624	26,236	27,035	63.9	26.6	5.5
Western Illinois University	15,933	20,814	25,046	25,671	26,367	65.5	26.7	5.3
<u>Southern Illinois University</u>								
Carbondale	16,996	21,957	25,879	26,532	27,642	62.6	25.9	6.8
Edwardsville	17,257	21,390	23,212	23,849	24,538	42.2	14.7	5.7
School of Medicine	15,501	20,040	24,230	25,001	25,836	66.7	28.9	6.6
<u>University of Illinois</u>								
Chicago	18,864	26,129	33,285	34,403	35,735	89.4	36.8	7.4
Springfield	16,098	19,517	24,879	25,861	26,764	66.3	37.1	7.6
Urbana - Champaign	17,160	22,030	27,670	28,626	29,459	71.7	33.7	6.5
<u>Public Universities Weighted Average</u>	<u>17,355</u>	<u>22,759</u>	<u>28,021</u>	<u>28,834</u>	<u>29,772</u>	<u>71.5</u>	<u>30.8</u>	<u>6.2</u>
Illinois Community College Board	14,508	20,325	24,991	26,238	26,467	82.4	30.2	5.9
Illinois Student Assistance Commission	15,267	21,699	26,746	27,767	28,628	87.5	31.9	7.0
State Universities Civil Service System	21,997	31,599	38,776	40,529	39,338	78.8	24.5	1.4
Illinois Board of Higher Education	15,948	21,227	27,228	27,233	27,187	70.5	28.1	(0.2)
<u>Weighted Average</u>	<u>\$ 17,319</u>	<u>\$ 22,737</u>	<u>\$ 27,998</u>	<u>\$ 28,815</u>	<u>\$ 29,748</u>	<u>71.8 %</u>	<u>30.8 %</u>	<u>6.3 %</u>

Source: Northern Illinois University Personnel Office

Table 14

**PUBLIC UNIVERSITIES AND STATE HIGHER EDUCATION AGENCIES
WEIGHTED AVERAGE ANNUAL CIVIL SERVICE SALARIES
BY OCCUPATIONAL CATEGORY**

<u>Occupational Category</u>	<u>FY1985</u>	<u>FY1990</u>	<u>FY1996</u>	<u>FY1997</u>	<u>FY1998</u>	<u>FY1985 to FY1998</u>	<u>FY1990 to FY1998</u>	<u>FY1996 to FY1998</u>
Administrative/Managerial/ Professional	\$ 21,131	\$ 27,284	\$ 32,163	\$ 32,977	\$ 33,991	60.9 %	24.6 %	5.7 %
Medical/Health Services	19,683	27,069	34,544	35,365	36,653	86.2	35.4	6.1
Technical	17,603	20,560	25,321	26,081	26,720	51.8	30.0	5.5
Clerical	12,787	16,683	20,700	21,432	22,092	72.8	32.4	6.7
Custodial/Maintenance/ Services	15,199	19,710	23,243	23,886	24,588	61.8	24.7	5.8
Crafts/Trades/Construction	29,999	36,900	44,133	45,441	46,890	56.3	27.1	6.2

Source: Northern Illinois University Personnel Office

APPENDIX

DESCRIPTION OF SALARY AND COMPENSATION DATA SOURCES, BOARD OF HIGHER EDUCATION COMPARISON GROUPS, AND METHODS FOR COMPARISONS

Faculty Salaries and Compensation

Sources of Data

Faculty salary and compensation data used in this study were reported by the American Association of University Professors (AAUP) in "The Annual Report on the Economic Status of The Profession 1997-1998," *Academe*, March-April 1998.

The Association's efforts have made it possible to obtain faculty salary and compensation data in a more timely fashion than other sources of such information. However, not all institutions are included in AAUP's year-to-year efforts. Missing data generally involve small nonpublic institutions and public community colleges. Because data for many Illinois community colleges have not been consistently included in the AAUP reports over the years, salary and compensation data for these faculty were obtained from the Illinois Community College Board.

Salary and compensation data for some ranks of faculty may be excluded by the AAUP even though an institution's other data are included in the AAUP report. This occurs because AAUP does not publish salary and compensation data for ranks in which fewer than six faculty members are reported. This measure is intended to protect the confidentiality of individual salary information. Because relatively small numbers of faculty are excluded for this reason, this adjustment is not likely to have a significant effect on the conclusions of the Board of Higher Education's report.

Comparisons of Faculty Salaries and Compensation

Faculty salary and compensation data for five fiscal years (1985, 1990, 1996, 1997, and 1998) are examined in this Board of Higher Education report. For each of these years, data for Illinois public universities and independent colleges and universities are compared with similar institutions nationwide. The basis for determining groups of similar institutions--labeled comparison groups--is described in a Board report, *College and University Comparison Groups* (November 5, 1985). A list of the comparison groups containing Illinois colleges and universities that are used in the report is available from the Board of Higher Education.

The comparison groups involve a total nationwide population of 1,534 colleges and universities. This total includes 273 doctoral granting institutions, 561 master's granting institutions, and 700 bachelor's granting institutions. These institutions were divided into 41 groups of institutions based upon a large number of variables that are described in the Board of Higher Education's 1985 report. Of the 41 comparison groups, 18 contain at least one Illinois institution.

Within each comparison group, the median (midpoint) is determined for each faculty rank. A "weighted" median is then calculated using the fiscal year 1998 faculty mix for each Illinois institution. This figure is used as the point of comparison with the weighted average salary and compensation for each Illinois institution in the group. Illinois salaries and compensation are expressed as a percentage of the median of the group.

Weighted average faculty salaries for independent colleges and universities are calculated using the institutions that reported data in every year. In this report, the following institutions were used to calculate the weighted average faculty salaries for Illinois nonpublic institutions.

Augustana College	Aurora University
Bradley University	DePaul University
Dominican University	Eureka College
Garrett-Evangelical Theological Seminary	Greenville College
Illinois College	Illinois Institute of Technology
Illinois Wesleyan University	Knox College
Lewis University	Lincoln College
Loyola University of Chicago	Millikin University
Monmouth College	North Central College
North Park University	Northwestern University
Quincy University	Rockford College
Roosevelt University	Springfield College in Illinois
University of Chicago	Wheaton College

The mix of faculty in each rank in fiscal year 1998 is used to control for changes in the mix of faculty over time. Furthermore, the Illinois institution's fiscal year 1998 mix is used for computing the comparison group's median in order to control for differences in faculty mix among institutions.

No comparison groups similar to those used for public universities and independent institutions are available for Illinois community colleges. In the absence of such groups, the weighted average salary of all Illinois community colleges combined has been compared with the average salary in selected states that have large community college systems or neighbor Illinois. The Illinois average is compared with the median salary for the group of states and expressed as a percentage of the median.

Faculty salary data for community colleges in other states were obtained from the AAUP report, but the reporting of salary data over time for these community colleges has not been consistent. Comparisons of these faculty salary data with salary data for Illinois community colleges obtained from the Illinois Community College Board should be used with caution.

Illinois Mathematics and Science Academy

Faculty salary data used in this study were reported by the Illinois Mathematics and Science Academy and the Illinois State Board of Education (ISBE) Office of Planning, Research and Evaluation in *Illinois Teacher Salary Study*, 1989-90, 1995-96, 1996-97, and 1997-98. The ISBE obtains data from the teacher service record form completed annually by school district superintendents and submitted to the ISBE. All data reported are salaries for full-time classroom teachers and include salary increments resulting from an additional year of teaching experience for most teachers, additional educational attainment for some teachers, and additional pay for extra duties and extended work time if not included in the teacher's employment contract. Salaries for part-time teachers, teacher aides, and other non-teaching personnel are not included.

Civil Service Salaries

University civil service salaries are collected annually from public universities and higher education agencies by the personnel office at Northern Illinois University. Data are collected for the number of employees in each position and the average salary for that position.

Board of Higher Education staff grouped the various civil service position classifications as designated by the University Civil Service Merit Board into six occupational categories.